



Rights ON!

NEWS FOR MEMBERS AT THE ONTARIO HUMAN RIGHTS COMMISSION

ISSUE 1

It's time to let them hear you

When Dalton McGuinty introduced Bill 107 last fall, we knew it was bad news for both the workers and those who depend on us. Nearly a year later, nothing has changed.

Our workloads have doubled and even tripled, all because the employer wants files "cleaned up" before the June 30, 2008 deadline. Worse, the employer has given us next to nothing in the way of information on how the changes will affect us.

It's time to change all that.

What can you do?

We have to make sure that the employer hears us loud and clear about the impacts in our workplace. At a meeting with the employer on Sept. 19 we were told that: a) Nobody was complaining about workload because work was getting done, and anybody who wasn't getting their work done wasn't managing their time properly; and b) They couldn't give us any information because of the upcoming election. At this so-called meeting, the employer was completely obstructive, dancing and weaving around all of our questions. It is clear what we, the members, must do.

It's time to grieve

For the employer to say that there are no complaints about workload proves they are oblivious to what's really happening. We know that many members are working unpaid overtime just to complete files. To say that there is a "time management" issue is a slap in the face. We must do two things:

1. **Reduce or eliminate the amount of unpaid work we are doing.** As long as that

continues, the employer will be justified in saying there is no workload problems.

2. **File a grievance.** Grieve that the employer has increased your workload to the point where it is unmanageable. The Local Executive will assist with the grievance wording.

It's time to get vocal

Yes, there is a provincial election taking place. Both Opposition Leaders, John Tory and Howard Hampton, have promised to repeal Bill 107 if elected. This is certainly an issue that will get the Liberals' attention, and we have the ability to help that happen. Here's how:

1. Go to a local candidate's meeting. Ask them what they will do about Bill 107 and the negative affects it will have.
2. Attend any rallies Liberal candidates appear at. Make your voice heard about this issue.

A letter has been sent to all members with a sample question we can ask the candidates.

Come get more information

There will be a meeting for members on Friday, Sept. 28 at noon in the Commissioner Boardroom, 9th Floor. Please make every effort to attend. We will share any information we have with you and make plans to work together on this issue.

Together we can make a difference!